



Chief's Corner

What Leadership Really Means

You'll notice the title of this article ends in "means." It occurred to me that what something "means" and the behaviors that define it, are two entirely different things. As I was reading an article by Jerry Useen in the November 12, 2001 issue of "Fortune Magazine" about leadership and commonalities concerning leadership effectiveness, it examined whether a correlation exists between a leader's personality and their effectiveness. In the end, the conclusion was that personalities of all types have demonstrated leadership over the course of time. The meek and mild, as well as the flamboyant, have been equally effective as leaders.

So, if leadership is not correlated to personality type, what determines a leader's effectiveness? In another article where a business executive was talking about what business folks need to do to demonstrate leadership and overcome the shock and despair of the September 11th attacks, he mentioned how business leaders should encourage their folks to get back to work and demonstrate that we have not been defeated by the attacks. He stated that we need to rededicate ourselves to understanding that we lead our organizations 24/7, and should rededicate ourselves to never letting our guard down so that the shocking events of the 11th never occur again.

Most business people don't have a clue what a tragedy like September 11th means. They haven't witnessed death, they can only lament about how it affects them personally. If they truly did take time to reflect, their answer to this would not be "we need to go back to work." It would be "I" need to go back to work and dedicate "myself" to creating lasting and meaningful relationships with those who are important in life -- church, family, friends, and co-workers.

Leaders would be better served to understand that leadership is about relationships and their commitment to them. It is with relationships that we motivate people, stay inspired to forecast and respond to the future, and provide meaningful direction for our organizations.

Leaders have many qualities and personalities, all of which can add to their ability to be effective. Just don't forget that relationships are the fuel that gets the work done, and in the end are all we have to show for our time in this place. Stay safe.

B. Beuchler

In This Issue:

- Chief's Corner
- Strategic Plan Update
- F.D.N.Y. "Thanks America" Tour
- SPECS Program
- Mobile Computer Terminals Installed
- Safety Corner
- Promotions/Reassignments
- Retirements, Anniversaries, Class Acts
- Fire Department Wins 2nd Place

Strategic Plan Update

Each Battalion Chief now has responsibility for one of the five focus areas addressed in the department's Strategic Plan or is responsible for a business group such as Haz-Mat, Technical Rescue or EMS. Business Plans for each respective area have been finalized and the information contained in these plans is being utilized to form our departmental Operations Plan. This Operations Plan will be distributed in mid-January.

Interviews also have been conducted to determine area(s) of interest for personnel with regard to the Strategic Plan goals and strategies. From these interviews, employee groups have been identified and will soon begin working on focus area projects to implement our Operations Plan.



F.D.N.Y. "THANKS AMERICA" TOUR PEDALS INTO LYNCHBURG

Five New York City firefighters from Engine 33 Ladder 9 are biking 3,000 miles across America, and at every stop they are repeating names of friends and co-workers lost in the September 11th terrorist attacks of the World Trade Center Towers.

Having left Ground Zero on November 11th, just two months to the day after the attacks, the mission of the firefighters is to thank all of the people across America for their outpouring of love and support. The tour will end in Pasadena, CA in December 2001.

The F.D.N.Y. Thank You America Tour peddled into Lynchburg on Friday afternoon, November 16th. Escorted into Lynchburg by the Monelison Volunteer Fire Department, the Amherst County Sheriff's Department, Lynchburg's Truck 1, Captain Anthony Smith, and a unit from the Lynchburg Police Department, the riders were welcomed at the John Lynch Bridge and taken to Lynchburg Fire Department Station 1 to spend the night.

The five bicyclists (Captain Dan Rowan, Firefighters Drew Robb, Mathew Hornung, Sal Princiotta, Gerard Dolan, and driver Ralph Perricelli) left Charlottesville at 9:00 a.m. on the morning of the 16th with the intention of having lunch in Lynchburg and proceeding to Roanoke to spend the night. However, the Nelson County terrain proved to be more than they had planned for, thus changing their plans! Instead, the group requested to spend the night in Lynchburg to recover from the Nelson County hills and continue to Roanoke the next day. With this request the guys at Station 1 (B Shift) made arrangements to accommodate the bicyclists. Thanks to the following for assisting with the arrangements on such short notice: Station 2 and Battalion Chief Johnson for providing bed linens and pillows, Harris Homestead Meats who donated over \$60 worth of steaks, and Local 1146 who bought the "fixings" and two ice cream cakes for the group.

Two of the guys (Ralph and Gerard) who were very interested in the Civil War, were taken to the Confederate Section of the Old City Cemetery. "They just wandered around and kept saying 'this is great!'" said Captain Anthony Smith. They were really interested in the Pest House and read all of the brochures and listened to all of the recordings on its history, and they asked a lot of questions. Captain Smith also took the guys by Station 6 and the Fire Fighters Memorial Fountain. Ralph and Gerard were really impressed with both.

After a big dinner, all of the bikers sat around and traded stories with the guys at Station 1. "Those guys on that 'B' group tell some great stories! They kept us laughing all night long. Especially that guy named Hank. You know, the one with the funny southern accent. He's got a dog story that I can't wait to get back and tell to the guys at my firehouse!" said Captain Dan while laughing. "And you know, that's what we want to hear when we stop at all of these firehouses. We want to hear the funny stories, the stories that come out of a normal day on duty. We just want to blend in to the normal routine. We don't want people to act different just because we're here. You guys here have been great. I can tell you it won't get any better than you guys."

After a good night of sleep, the cyclists prepared for their journey to Roanoke. A few more stories were swapped with "C" shift personnel, visitors came by to extol their blessings and take the opportunity to get a picture with the guys. A chiropractic trailer also arrived to give each rider an "adjustment" and a massage. The riders checked their equipment and supplies, took one last group photo with everyone, then mounted their bikes for the ride to Roanoke. Two Lynchburg Police units, along with Captain Smith, led the cyclists. Truck 1 followed as the group proceeded by Station 6 and 3, where Engine 3's crew stood outside and gave them cheers of encouragement. Exiting escorts for the group included the Brookville-Timberlake Volunteer Fire Department and the Forest Volunteer Fire Department.

Cars blew their horns, people stopped and cheered, took pictures, and held up signs showing their support for the bikers on their journey. The people who were involved with the F.D.N.Y. Thanks America Tour were very appreciative of the hospitality that was shown to them during their short stay in Lynchburg. Captain Dan left an open invitation to everyone, saying "If any of you guys ever come to New York, you'd better come by Engine 33's firehouse and give me a visit. I'll give you some clues on where to go in the City to have fun. It's the least I can do to repay your hospitality."



Kneeling from left to right: Chris Adams, Paul Kilgore, Anthony Smith, Paul Ginther, Carey Orange, Phillip Meeks, Colao Lombre, Tony Peeler.
Top Row: Matthew Hornung, Ralph Perricelli, Drew Robb, Capt. Dan Rowan, Tom Sheppard, Sal Princiotta, Miles Tranks, and Gerard Dolan

SPECS PROGRAM

Community leadership taking a proactive approach!

There is a new community program targeting our communities' youth, specifically students in grades 9 through 12. The program is designed to provide opportunities, resources, and exposure to the many youth in our area. The program is called *SPECS* (Student Participation in Education and Citizen Support).

The mission of the program is to provide opportunities for high school students who seek to excel in values that promote self worth, family support and edification, educational strength, physical development, community participation, and spiritual guidance.

Firefighter Ronnie Lewis met with the founder and fellow Board Member Kelvin Moore about the uniqueness of the *SPECS* program. The International Association of Professional Black Fire Fighters recently has provided a means of meeting some of their goals by participating in "Operation Clean Sweep". Engine Company #2, C-shift, participated also by helping clean the White Rock Hill Cemetery.

Some of the objectives of the *SPECS* Board include:

- Encouraging students to enroll in challenging academic programs,
- Encouraging students to be active in extracurricular activities at school and in their churches,
- Becoming more involved with the community,
- Having students and their parents to become more active in volunteerism; and
- Seeking support from the community such as non-profit organizations, businesses, and local government.

SPECS Board Members include: Sherri Adele, Ronnie Lewis, Mike Anderson, Terri Miller, Jim Balling, Kelvin Moore, Triennia Tweedy, Phillip Gamers, Dr. James Mundy, Mary Hutchinson, Laura Monsoon, and Chris Barrette.

If you are interested in getting involved with the *SPECS* program contact Ronnie Lewis (Station #1, C-shift) or call Kelvin Moore at 846-7886. Your time and help to this program is greatly appreciated, because none of us can make a difference like all of us can!

Mobile Computer Terminals Installed

In November, the department installed two Mobile Computer Terminals in Battalion Chief vehicles. This was the result of many hours of planning, research, testing, training, and hard work.

These mobile laptop units will enable officers to access Lyn-Com's CAD program by using the Visual MCT program. Some advantages of this program include:

- Ability to view the status of all Fire units
- Allows units to be dispatched, make a location change, or mark their status
- Officers can view detailed information on particular incidents and can also query the CAD system to view unit information such as holding events, the last 12 hours of activity, event history, active events, etc.
- Sending electronic messages to Lyn-Com or other units without using the radio system

This is a remarkable technology advancement for the department. Future system enhancements include the ability to view maps, route information to an incident, and the ability to plan events that need to occur upon arrival on the scene, all while in their vehicle.

The department plans to place MCT's in all units to enable them to better assist the citizens of Lynchburg in all non-emergency and emergency situations.



Safety Corner

Whose responsibility is it for safety on an emergency scene? If you answered the Safety Officer or the Incident Commander, your answer is incorrect. The responsibility for safety at an emergency scene lies with everyone on that scene, from the Incident Commander right down to the youngest Probie.

We are all responsible for looking out for one another. This is one of the principles of the "Buddy System," however, you should realize that your buddy doesn't always have to be the one standing next to you, everyone on that incident scene is your buddy. If you see a firefighter who is not wearing their proper PPE, take a second and give them a friendly reminder. If you see an unsafe condition, get the word out. We all must remember to look out for one another. Company Officers need to make sure that their crew is operating in a safe manner, using proper PPE and following good, safe practices. All Company Officers should remember that they need to "lead by example." You should be a good role model and mentor, especially when it comes to safety. A few friendly reminders for your safety are:

1. Whenever you are operating around charged hose lines, whether at an incident scene or during training, you should always wear a helmet.
2. Driver/pump operators should utilize the safety vests that are provided on their apparatus any time they are working in or around traffic, either day or night. Whether standing at the pump panel, performing a support task, or especially if they are helping direct traffic, these vests will make you more visible to the driving public and possibly prevent a serious injury.

I hope everyone had a safe and happy holiday season, and wish you a safe and happy New Year!

Anthony



PROMOTIONS/ REASSIGNMENTS



As a part of the implementation of the department's Strategic Plan, the process to fill the vacant Captain positions identified in the Plan has been completed. These selections will become effective on January 16, 2002.

Moves to administration will take place between January 2nd and January 16th as schedules and manpower permit.

Congratulations to the following people who will assume these positions:

Public Education/PIO Officer
Firefighter/Paramedic Robert Lipscomb

Human Resources Officer
Captain John Spinner

Fire Training Officer
Firefighter/EMT Barney Roakes

EMS Training Officer
Captain Carla Mann

Health & Safety Officer
Captain Rick Guedj

Logistics Officer
Firefighter/EMT Nevin "Skippy" Ritzman

Retirements



After many years of dedicated service, the following Lynchburg Fire & EMS Department members are retiring:

Battalion Chief David St. Clair
Years of Service: 37 years
Retirement Date: January 2002

Captain John Krantz
Years of Service: 27 1/2 years
Retirement Date: January 2002

Firefighter Steven Wade
Years of Service: 24 1/2 years
Retirement Date: January 2002

Class Act Awards



Class Act Awards are given to recognize personnel who have performed an exemplary act for the betterment of the department and/or its members. The following members received Class Act Awards in December.

- **Ninette Heath**
Representing the department in an exemplary manner at the Fort Hill Lions Club.
- **Jonathan Wright**
Completing Basic Law Enforcement Class.
- **Doug DeJarnette, Fred Mills, Bob Fleshman, David Vanaman, Preston Crawford, Rob Turner, and Warren Jamerson**
Assisting with the Med-Flight Training Exercise.
- **Ben Barber, Todd Davis, Carey McCleese, Matt O'Daniel, Rodney Smith, and John White**
Fabrication of training props for the Haz-Mat Team.

Service Anniversaries January

	<u>Years</u>
Chick Carwile	32
John Jennings	27
Darrell Evans	27
Russell Krantz	27
Rick Guedj	26
Vince Mason	26
Bud Martin	26
Hank Feyerherd	22
Will McChesney	21
Walt Bailey	21
Greg Simms	4



FIRE DEPARTMENT WINS 2ND PLACE!

The Fire Department recently participated in the City's holiday "Decorate Your Door" contest. Staff in Fire Administration decorated using a theme that gave tribute to the fallen firefighters from the September 11th tragedy. If you haven't seen the decorations, be sure to stop by and see them. Decorations will be displayed through the first week of January.



*Reflecting on
our heroes during
the holiday season.*



*CHRISTMAS
2001*